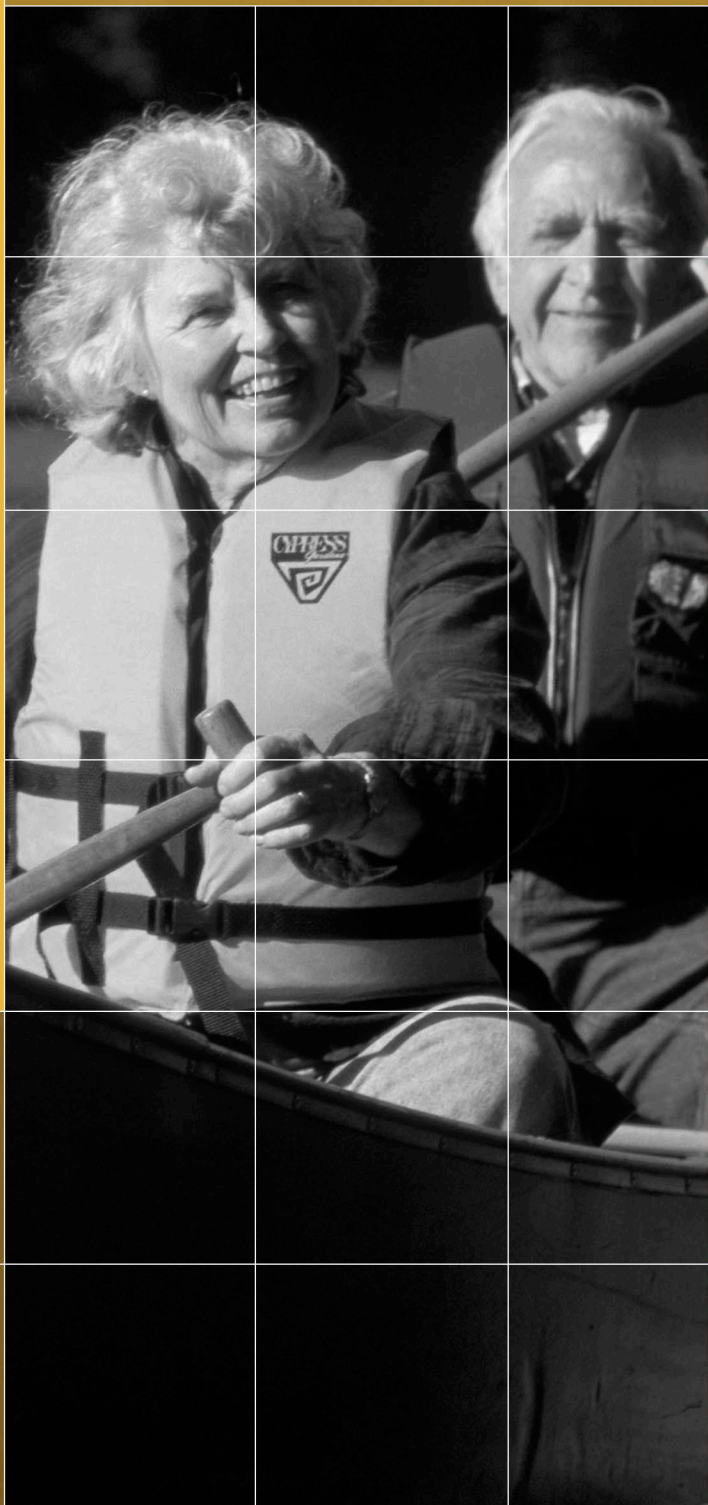


# RETIREMENT

**Retirement** is somewhere over the rainbow:  
Bet your bottom dollar, you'll be thinking of  
that tomorrow.

We are thinking of it for you **today**.



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|--|--|--|
| <b>FRS –<br/>FLORIDA<br/>RETIREMENT<br/>SYSTEM</b> | <p>The SFWMD participates in the State of Florida Retirement System. Cost is fully paid by the District. Employees are eligible for normal retirement at age 62 with at least 6 years service or after 30 years of service regardless of age. Credit received for prior service with any other agency participating in the FRS and/or may purchase up to four years of credit towards retirement for wartime military service. Employees may also select the defined benefit or defined contribution plan to self-direct investment.</p> |  |
| <b>457 DEFERRED<br/>COMPENSATION PLAN</b>          | <p>A long-term savings plan which allows employees to invest, within government established limits, a desired amount of income before taxes are paid. The money contributed or the interest income does not become taxable until funds are withdrawn – generally at retirement when tax rates are generally lower. After one year as an employee, the District will partially match employee contributions up to a specified maximum amount*.</p> <p><i>*Check with HR for current deferred comp match.</i></p>                          |  |
| <b>RETIREE<br/>HEALTH INSURANCE</b>                | <p>2% discount on retiree health insurance premiums for each year of creditable service with the Florida Retirement System (FRS). Maximum FRS service credit of 30 years; 60% discount*.</p> <p><i>*(Effective 1/07)</i></p>   |  |
|  |  |  |